

**LABOR RELATIONS/CITY COUNCIL PROCEEDINGS**  
**CONFERENCE ROOM NO. 1**  
**CITY OFFICE BUILDING**  
**WILLMAR, MINNESOTA**

January 13, 2016  
4:45 p.m.

The meeting of the Willmar Labor Relations Committee/Council opened at 4:45 p.m. Members present on a roll call were Mayor Marv Calvin, Council Members Ron Christianson, Andrew Plowman, Tim Johnson, Steve Ahmann, Denis Anderson, Audrey Nelsen. Present 7, Absent 2. Council Member Rick Fagerlie was excused from the meeting and Shawn Mueske arrive later in the meeting.

Also present were City Administrator Larry Kruse, City Clerk Kevin Halliday, Finance Director Steve Okins, Public Works Director Sean Christensen, Planning and Development Director Bruce Peterson, Judy Thompson Appraiser II, and Luke Langer, Union Steward.

Council member Ahmann departed the meeting.

Item No. 1        There were no comments from the public.

Item No. 2        City Clerk Kevin Halliday presented information related to additional salary compensation for Ms. Judy Thompson, Appraiser II, who has been performing additional tasks in the absence of a full-time City Assessor. Halliday stated the contracted Senior Accredited Assessor is only in the office seven days a month, and the rest of the time Ms. Thompson assumes oversight of the office. The Council listened to Halliday's request and asked for additional information such as how many extra hours were worked, were the added tasks performed in addition to her regular job, who performed her job if there were not additional hours, how much is the cost to date and what is the source of the funding if the Council would take action. No action was taken and the item was referred to the next Labor Relations Committee meeting with a request that this be handled as soon as possible.

Council member Ahmann reentered the meeting.

Item No. 3        Council Member Christianson made a motion to go into closed session pursuant to Minn. Stat. §13D.03. to discuss negotiation strategies for the City including labor relation contracts, insurance and compensation. Council Member Anderson seconded the motion, which carried. The meeting was closed at 5:03 p.m.

Council member Mueske entered the meeting at 5:15 p.m.

The meeting was reopened at 7:45p.m. by motion of Council Member Anderson, and seconded by Council Member Johnson. Mayor Calvin declared the meeting open. No employees or public were in attendance.

Council Member Anderson made a motion, seconded by Councilman Plowman to grant the following wage increases:

| 2016 Compensation   | Wage Increases                          |                        |                                |
|---|---|------------------------|--------------------------------|
| Department Directors  | 2.5% increase effective January 1, 2016 | Market Rate Adjustment | Date of Market Rate Adjustment |
| City Clerk Treasurer (Increase not added to base- One time) | \$ 2,298                                |                        |                                |
| Community Dev Director                                      | \$ 2,298                                | \$ 1,952               | 1/1/16                         |
| Finance Director  | \$ 2,298                                | \$ 2,298               | 1/1/16                         |
| Fire Chief  | \$ 2,050                                | \$ 1,640               | 6/22/16                        |
| Police Chief  | \$ 2,157                                | \$ 3,451               | 6/17/16                        |
| Public Works Director                                       | \$ 2,298                                | \$ 5,515               | 3/14/16                        |
|   |   |                        |                                |
| Confidential Employees                                      |   |                        |                                |
| Finance   | \$ 1,218                                | \$ 1,948               | 1/1/16                         |
| Police  | \$ 1,243                                | \$ 1,626               | 1/1/16                         |
| Admin Assistant   | \$ 1,226                                | \$ 7,844               | 1/1/16                         |

The motion carried five to two with Council Members Christianson and Ahmann voting "No."

Council Member Ahmann made a motion to set the City Health Insurance participation for all full-time employees at \$1,428 per month for family and dependents and have the City Attorney draft the necessary language to incorporate and/or amend all of the City's Labor Agreements accordingly. Council Member Plowman seconded the motion, which carried unanimously.

Council Member Ahmann made a motion to adjourn the meeting with Council Member Johnson seconding the motion, which carried unanimously. The meeting adjourned at 7:50 p.m.

Attest:

\_\_\_\_\_  
MAYOR

\_\_\_\_\_  
SECRETARY TO THE COUNCIL